

## **'Uzima in our Hands' Conflict of Interest Policy**

### **Philosophy**

**All trustees and volunteers working for 'Uzima in our Hands' will strive to avoid any conflict of interest between the interests of the Charity on the one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.**

### **General Aim**

The purpose of this policy is to protect the integrity of the Charity's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of trustees and volunteers.

It is meant to supplement good judgment, and both trustees and volunteers should respect its spirit as well as its wording.

### **Procedures**

In the course of meetings or activities, trustees will disclose any interests in a transaction or decision where there may be a conflict between the Charity's best interests and the trustee's best interests or a conflict between the best interests of two organisations that a trustee is involved with.

Examples of conflicts of interest include:

1. A trustee or volunteer who has links to a business that may provide material and equipment, against remuneration, to Uzima Orphan Centre.
2. A trustee who is also on the committee of another organisation that is competing for the same funding.

After disclosure, that trustee may be asked to leave the room for the discussion and may not be able to take part in the decision depending on the judgement of the other trustees present at the time.

Any such disclosure and the subsequent actions taken will be noted in the minutes.

Date Adopted: \_\_\_\_\_ Date of Review \_\_\_\_\_

Signed \_\_\_\_\_ Name \_\_\_\_\_